

VISION

The Virginia Department of Corrections is a model correctional agency and a proven innovative leader in the profession. Virginia is a safer place to live and work because the Department provides exemplary services and programs that provide appropriate custody and supervision of offenders.

The employees of the Department are the cornerstone of the agency. They share a common purpose and a commitment to the highest professional standards and excellence in public service. The Department, through its unwavering commitment to its employees, is a satisfying and rewarding place to work and grow professionally.

MISSION

The Department of Corrections enhances public safety by controlling and supervising sentenced offenders in a humane, cost-efficient manner, consistent with sound correctional principles and constitutional standards.

VALUES

We, the Department of Corrections believe we can best fulfill our vision and accomplish our mission by demonstrating and living these values in our daily work.

Fulfilling - The Department recognizes that its people are its most important component. Thus, the Department strives to be a place where people want to go to work. Each individual staff employee should have a sense that the work he does is meaningful and that the Department of Corrections contributes to society as the employee contributes to the Department.

Ethical - Each individual employee's behavior should conform to high professional standards of conduct, and exhibit their commitment through competency, accountability, and pride in their work. As a member of the Department, each employee serves as a role model for other staff and the offenders in the Department's care.

Achieving - Each employee of the Department contributes to the success of accomplishing the Department's mission, mandates and goals. By the Department meeting its mission, it helps make the Commonwealth of Virginia a safer place to live and work.

Purposeful - The Department provides an important public safety function for the Commonwealth of Virginia. Each employee should have a clear sense of the role the Department plays in Virginia state government. The Department is not only committed to meeting its mission, but uses the mission to evaluate its results and activities.

Balanced - The Department strives to maintain appropriate concern for the needs of society, the organization and individuals without discounting any of the three. Each employee needs to also keep this triangle equalized in their daily work life.

Supportive - The Department attempts to supply the necessary resources, tools, equipment, training and know how to get the job done. Even though the Department is a large organization, each employee must realize, that in order for the Department to be successful, he must be a team player.

GOALS

Goal 1: Provide national leadership in public safety and be a model agency in the control, supervision and management of offenders

Goal 2: Ensure a safe and healthy environment at all Department facilities and worksites

Goal 3: Be a leader in Human Resources with a highly effective workforce which has the highest professional standards

Goal 4: Develop and implement quality programs and services that provide offenders the opportunity for positive change

Goal 5: Recognize the interests of victims, volunteers and criminal justice providers and acknowledge their input in the Department's management of offenders

Goal 1: Provide national leadership in public safety and be a model agency in the control, supervision and management of offenders

Sub goal: To ensure the safety of DOC employees and those in its care

Indicator: Assaults on institutional staff
Target: FY2001 - 0.12% FY2002 - 0.09% FY2003-2006 - 0.03%

Indicator: Assaults on Community Corrections Staff (Including Threats & Intimidation)
Target: FY2001- 378 FY2002 - 362 FY2003-2006 - 298

Indicator: Assaults on inmates
Target: FY2001 - 0.20% FY2002 - 0.18% FY2003-2006 - 0.06%

Sub goal: To ensure the protection of the community

Indicator: Escape rates
Target: FY2001- 0 FY2002 - 0 FY2003-2006 -0

Goal 2: Ensure a safe and healthy environment at all Department facilities and work sites

Sub goal: To prevent occupational injuries to all staff

Indicator: Number of workdays lost as a result of accident or injury.

Target: FY2001 - 15,000 FY2002 - 14,500 FY2003-2006 - 14,000

Indicator: Number of Accidents or Injuries

Target: FY2001 – 1,868 FY2002 – 1,868 FY2003-2006 – 1,868

Sub goal: To provide a safe and sanitary work environment

Indicator: Notice of Violations from Any Regulatory Agency

Target: FY2001 –0 FY2002 – 0 FY2003-2006 - 0

Goal 3: Be a leader in Human Resources with a highly effective workforce which has the highest professional standards

Sub goal: To ensure a competent and stable workforce

Indicator: Employee turnover statistics

Target: FY2001- DOC rate equal to or below all state agencies rate
FY2002-2006 - DOC rate equal to or below all state agencies rate

Sub goal: To provide quality leadership training for management and supervisory personnel

Indicator: Number of staff trained in leadership and professional courses

Target: FY2001- 1344
FY2002-2006 - 1344

Goal 4: Develop and implement quality programs and services that provide offenders the opportunity for positive change

Sub goal: To have a continuum of programs and services throughout institutions, community and jails

Indicator: Inmate Programs/Recreation/Work Report

Target: FY2001-Develop statewide system
FY2002-2006 - train and collect data

Indicator: Develop a Program Master Plan to provide appropriate services for offenders

Target: FY2001-Established a committee, draft proposal/action plan
FY2002-2006 - Incorporate changes/actions

Sub goal: To ensure the implementation of SABRE

Indicator: Number of Therapeutic Communities and after care components

Target: FY2001 - Evaluate the pilot program *Gemeinschaft*
FY2002- Expand program to Eastern Region if recommended
FY2003-2006 - Expand program statewide

Indicator: Number of inmates screened and assessed

Target: 100% screening of inmates entering DOC, and 100% assessment of those inmates screened as substance abusers
FY2001- 100% FY2002- 100% FY2003-2006 -100%

Indicator: Number of inmates drug tested

Target: FY2001- 100% FY2002- 100% FY2003-2006 - 100%

Sub goal: To provide adequate health care and mental health care

Indicator: Number of judgments OVER \$10,000 against DOC's medical and/or mental health services

Target: FY2001- 0 FY2002- 0 FY2003-2006 - 0

Goal 5: Recognize the interests of victims, volunteers and criminal justice providers and acknowledge their input in the Department's management of offenders

Sub goal: To promote structured communication of input from victims, volunteers and criminal justice agencies

Indicator: Survey the Agency's stakeholders

Target: FY2001 - develop survey FY2002 - assess results
FY2003-2006 - Resubmit survey; Assess results

Indicator: Number of volunteers and number of hours

Target: FY2001-2002	3, 500	80,000
FY2002-2004	3, 700	82,000
FY2004-2006	3, 900	84,000